ॐ AORN	Center for Nursing Leadership
20	
	The second
TO VI	

Building Leadership Influence Through DiSC

DiSC is one of the most powerful instruments that OR leaders have available for influencing behavior of Team Members, Peers, Surgeons, supervisors, the C-Suite, etc. Learn how to most effectively use this instrument in order to achieve desired behavior faster.



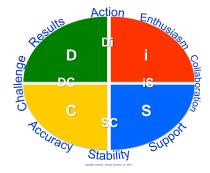
Objectives

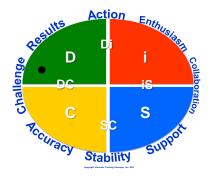
At the conclusion of this session, participants will be able to:

- Describe the primary characteristics of each of the four DiSC styles.
- Apply appropriate adjustments to each DiSC style.
 Assess for the DiSC style being used by colleagues in conversations.



DiSC Background (1928)	
Behavior vs. PersonalityBacked By Research	
•Copyright symbol	
Copping Lineaux Naming Complex, No. 2021	
D:00 D	
DISC Background	
•Behavior vs. Personality	
Copyrig science Transp Conyris, In. 273	
DiSC Background	
•Behavior vs. Personality	
•Backed By Research	
•Copyright symbol	





DiSC

D - Dominant	D·	· D	0	m	in	a	n	t
---------------------	----	-----	---	---	----	---	---	---

- i Influencing
- S Steadiness
- **C** Conscientious

SCIEITHOUS	
Driversal Training Consepts, Inc. 2013	

D)i	S	C

Some people tend equally toward <u>all four regions</u>. Research indicates most people tend toward <u>one or two</u>.

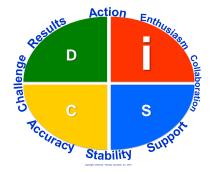
Copyright Universal Training Concepts, Inc. 2013

Frequency

DC	8.0%	Si	7.9%
D	6.1%	S	6.4%
Di	8.3%	SC	8.4%
iD	10.6%	CS	8.4%
i i	9.5%	C	8.5%
iS	7.7%	CD	10.4%

Copyright Charmon Tissings Concepts, Inc. 2013







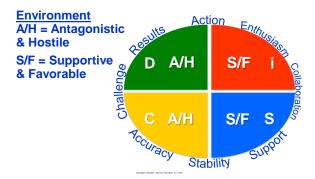


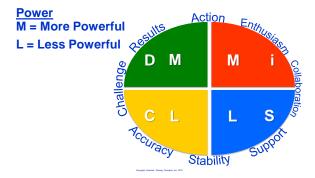


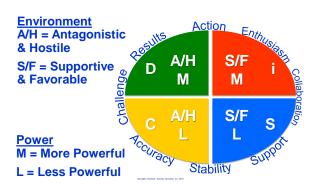
D - Dominant	
Disposition	
Direct, dominant	
Adjectives Direct, strong-willed, forceful	
Benefits – accomplishments	
Drawback – <u>insensitive</u>	_
digraph stream finding livings, inc. 200	
<u>i – Influencing</u>	
Disposition	
Interactive, influencing	
Adjectives Sociable, lively, <u>talkative</u>	
Benefit – <u>sense emotions</u> Drawback – <u>disorganized</u>	
Copyrigh Stromet Training Compay, No. 3815	
<u>S – Steadiness</u>	
<u>Disposition</u> Accommodating, steady	
<u>adjectives</u>	
considerate, gentle, soft-hearted	
Benefit - options	
Drawback – <u>conflict-averse</u>	
Copyright Motion of Tooling Consept. In J 201	

C - Conscientious	
<u>Disposition</u>	
Private, conscientious	
Adjectives	
Analytical, <u>reserved</u> , unemotional	
Benefit – <u>improve processes</u> Drawback – <u>overdo</u>	
Copyright Science Strong Change, Nr. 1913	
Di – Dominant/Influencing	
Disposition	
Active, fast-paced	
Adjectives Dynamic, adventurous, bold	
Benefit – <u>results, sensitivity</u> Drawback – <u>sensitive, insensitive</u>	
Copper throws Turning Divorgs, No. 1973	
iS - Influencing/Steadiness	
<u>Disposition</u>	
Agreeable, warm	
Adjectives	
Trusting, cheerful, caring	
Benefit – <u>sensitive, considerate</u> Drawback – <u>oversensitivity</u>	
Diawback - Oversensitivity	
Cappings Microsoft Training Groups, Inc. 2013	

SC – Stead	iness/Cons	cientious		
Disposit				
<u>Adjectives</u> Careful, soft-	spoken, <u>sel</u>	f-controlled		
Benefit – <u>c</u> Drawback	ptions and – quiet	process		
	Copyright Universal Training Concepts, Inc. 2013			
CD - Cons	cientious/D	<u>ominant</u>		
<u>Disposition</u> Questioning, skeptical				
Adjectiv Cynical,	<u>es</u> stubborn, d	critical		
Benefit - hea	althy skepti	cism		
Drawback -	unhealthy s	kepticism		
	Copyright Universal Training Concepts, Soc. 2013			
	Task	People		
Introvert, Slow Pace	С	S		
5.5W 1 40C				
Extrovert, Fast Pace	D	i		
l				







	Normal	Pressure	Extreme					
D	In-Charge Decisive	Demanding	Leaves					
i	Persuading Enthused	Over-sells	Gives up Pouts					
s	Supportive Friendly	Gives in	Acts Hurt Accuses					
С	Careful Quiet	Can't Decide	Emotional Attacks					
		Gegenglie Universal Training Concepts, Inc. 2653	W/C		-			
	•		a*					
	\							
		/like						
		anice			-			
		Dave Brenda						
			9					
•	C .		9		-			
	Сирук	light Universal Training Conceyon, Inc. 2013						
takes time to lis	iness telephone equipment company. He sten to his employee's personal problems	Mike Innice is a nursing supers	risor at a hospital. She is personally very					
ble with interpe mance enthusia with suggestion	sionships with his employees and is extre ersonal conflict in his workplace. Mike po- stically and encourages his employees to his and problems, as well as to share personal conflictions with a long few history.	raises precisely detailed, accura number of patients, frequencies and sometimes slooply and in	and orderly. She requires her staff to keep te and current patient charts. Because of the large ent interruptions and emergencies, the reports are complete. Often they are not finished on time.					
company. He's are naturally co- ale is low and po- have asked for a meeting off and	in negotiations with a larger firm that was not sure what the outcome will be. His nocemed about what this sale could mean roductivity is down. A few times several a company informational meeting. Mike his starting to avoid his employees.	has become openly and s to considers to be beneath h I of the What is banica's primary.	sant, friendly and patient supervisor. However, she harply critical of employees whose reports she er expectations. style?					
ke's primary sty Brenda alesnerson for a	Ae?		ertive and likes to be in charge. He has just been	_				
with her, deve heir marketing i hough, they fine	le's ideas. Her staff looks forward to doping innovative ways to approach pro- needs. d it difficult to follow through on the ma	spects consulting firm. His chal profitable. He finds that ny locating minerals that also	arch department of a minerals exploration lenge (which he enjoys) is to make the department the department is developing a low-cost method of o minimizes environmental damage. Dave sees the					
as they're mad lete job, and the Occasionally the	ch of Brenda's sales, which she "drops in e. Frequently they don't get enough info e deadlines she promises are almost alwa ey'll find that Brenda has promised the cl	n their incredible market potenti- ormation needs more refining to ac market the process imme beginning failures despite	al. Although the developers of the method say it hieve consistently accurate results, Dave wants to diately. He's willing to risk the possibility of a few the general industry's demand for quality					
not stated in the	he contract and she has forgotten to ment kes Brenda and enjoys working with her	tion it to performance standards. To for a members is disintegrating	The relationships between Dave and his staff because the more his staff recommends further larder Dave tends to push.					

Mike	
Mike - S (balance/options) •Patient, listens.	
Warm relationships.Extreme discomfort conflict.	
•Put off meetings; avoid.	
Copyright State on Thinsing Cossays, No. 275	
Janice	
Janice – C (quality)	
Very thorough.Requires precision, detail.	
Openly, sharply critical.	
Copyrip National Training Georgia, No. 275	
	
Dave	
Dave - D (direct)	
Hard-driving; assertive.Like to be in charge.	
Willing to risk failure.Deteriorating relationships.	
Copyright Onlinead Toolining Consease, No. 3110	

В	r	е	n	d	ĉ

- Brenda i (social)
 •Outgoing, enthusiastic.
- •Responsive to others.
- •Commitments can't deliver.
- People leaving.

AORN DISC Webinar

Objectives

At the conclusion of this session, participants will be able to:

- Describe the primary characteristics of each of the four DiSC styles.
- Apply appropriate adjustments to each DiSC style.
 Assess for the DiSC style being used by colleagues in conversations.

